Salutogenisis: Understanding The Origins of Health and Wellness

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WHO Definition of Health

- **Health is a state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity.**

- *Preamble to the Constitution of the World Health Organization as adopted by the International Health Conference, New York, 19-22 June, 1946; signed on 22 July 1946 by the representatives of 61 states (Official Records of the World Health Organization, no. 2, p 100) and entered into force on 7 April 1948.*
- *The Definition has not been amended since 1948.*

Why do some people survive, and even thrive in difficult situations?

- Ghetto children
- Work environments that seem unbearable
- Poor family dynamics
- Stresses of combat
- Stresses of long term separation

Make the Most of Bad Situations

Creator of Salutogenesis

- Aaron Antonovsky (1923 – 1994)
  - Medical Sociologist
  - Coined term in 1968 to capture an emerging construct
    - Why did some manage to avoid illness and do well even when subjected to extreme stressors?

Salutogenesis:

- Derivation of Greek and Latin
  - Latin: salus = health
  - Greek: genesis = source
- In combination = Sources of health

Study of Strengths

- What causes some to prosper, and others to fail or become ill in similar situations?
- Emphasis is upon the success and not the failure of the individual
- Demands focus to include Body-mind-spirit

Salutogenesis is about focus

Heterostasis vs. Homeostasis

- Nonequalibrium: things tend toward disorder and senescence
- Major portion of life is experienced in a non-normal state
- Variability on a continuum of health and illness
- Focuses on what influences movement, either positive or negative
- Focuses on coping recourses

Salutogenic Resistance Resources

- What factors keep someone from moving toward the dis-ease end of the health and illness continuum?
- Who do we study to find out about the most potent coping resources?
- Can these coping resources be taught?

Salutogenic Orientation

- Salutogeneis focuses attention on health generation as compared to a pathogenesis focus on disease generation
- The search for the foundation of positive patterns vs. the search for the foundation of negative outcomes

Foundation for Salutogenesis

- Cognitive psychology
- Wellness movement
- Psychoneuroimmunology
- Systems theory
- Quantum theory and Chaos theory
- Biopsychosocial model of health/disease
- Positive Psychology

Psychological Constructs/Behavioral Constructs with a Salutogenic Focus

- Antonvski: Sense of Coherence
- Kobasa: Hardiness
- Rotter: Locus of Control
- Bandura: Self efficacy

Stressors May be Either Positive or Negative

- Eustress: positive experiences that promote well-being
- Distress: those experiences that cause some type of harm
- Stressors are always present; salutogenesis is concerned with the type, amount, and coping resources of the individual

The Core Salutogenic Questions

- What external factors contribute to growth?
- What internal factors/skills build coping resources?
- What internal resources create a meaningful life?
- What produces high level well-being?

Changing Focus Protective/Promoting Factors vs. Risk Factors

- Protective/Promoting Factors
  - What makes us strong?
  - What experiences make us more resilient?
  - What opens us to more fully experience life?
  - What in organizations makes us grow?

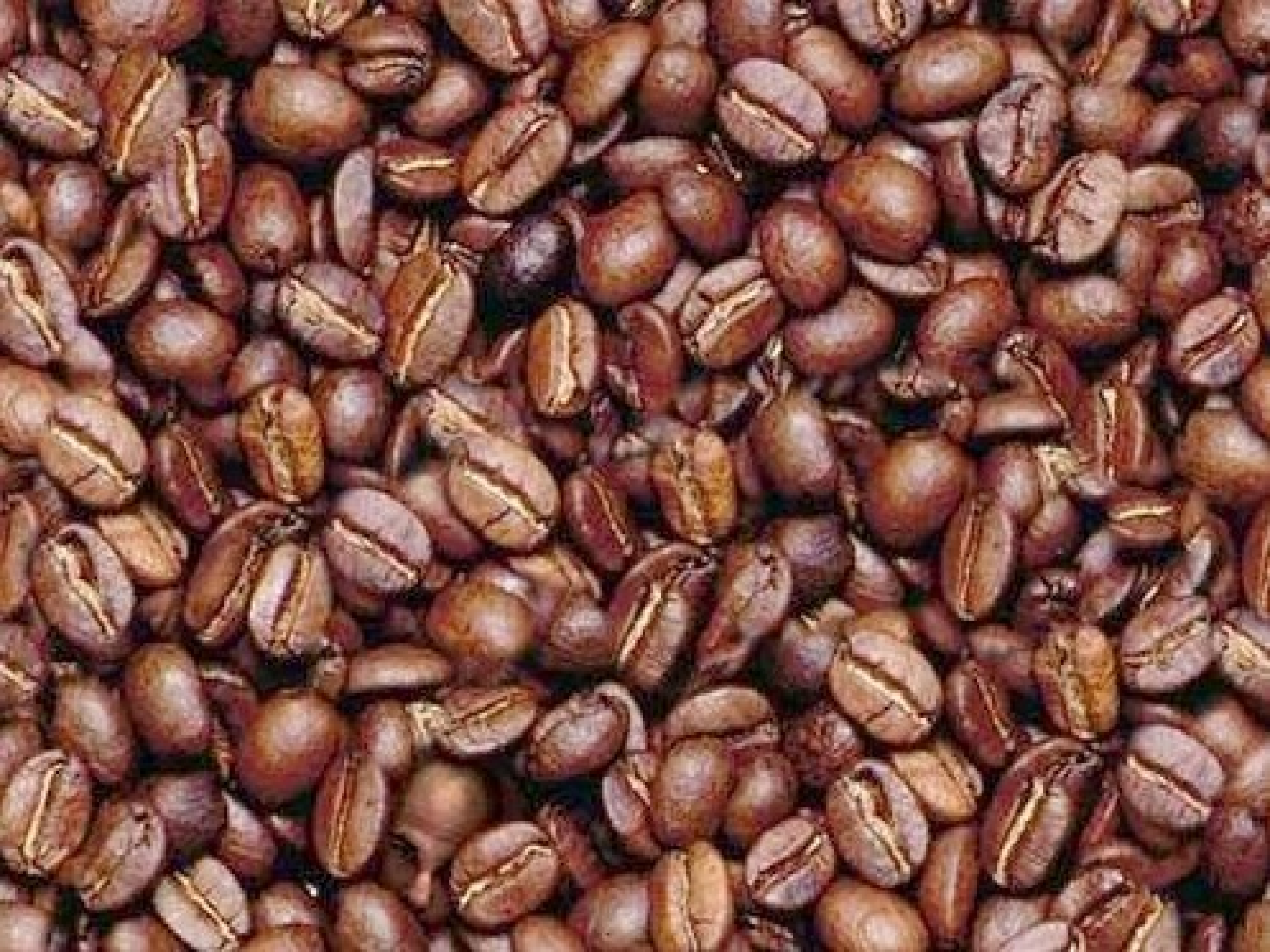
Protective Factors and Risk Factors (cont.)

- Risk Factors
  - Disease reducing factors
    - Fitness
    - Body fat
    - Cholesterol
    - Smoking
    - Excess alcohol and other drugs
    - Many more

Exceptions Can be Our Teacher

- “Round about the accredited and orderly facts of every science there ever floats a sort of dust cloud of exceptional observations, of occurrences minute and irregular and seldom met with, which it always proves more easy to ignore than attend to…anyone will renovate his science who will steadily look after the irregular phenomena. And when the science is renewed, its new formulas often have more of the voice of the exceptions in them than of what were supposed to be the rules.”

- William James



Salutogenesis Population Targets

- The Type A person who does not get heart disease
- The smoker who does not get lung cancer
- The person eating high fat diets and not getting circulatory diseases
- The person in a high stress situation who thrives

Core of Salutogenesis Sense of Coherence (SOC)

- Global construct that expresses the extent to which one has a pervasive, enduring though dynamic feeling of confidence that one's internal and external environments are predictable and that there is a high probability that things will work out as well as can be expected.
  - Antonovsky(1979)

Sense of Coherence (SOC) Cognitive and Emotional Appraisal

- **Your world is understandable (Comprehensible)**
- **Your world is manageable (Manageability)**
- **Your world has meaning (Meaningfulness)**

W.C.

Things that Build a Strong SOC

- Positive Childhood
- Challenges that are manageable, but stimulating
- Cognitive constructs that provide consistent framework for interpreting reality
- Support from family, friends and community

Individual Perceptions (SOC)

- Stimuli from internal and external perceived as structured and predictable (comprehensible)
- Resources exist to meet demands posed by stimuli (manageability)
- Demands are challenges worth spending energy/effort (meaningfulness)

Experience is unique

Worth1000.com

Cognition and Salutogenesis

- We can change cognition
- We can change reality (experiences)
- We need to do both to maximize growth and salutogensis

The Thread of Well-being

- Self-efficacy (Bandura (1977) & Lennings, 1994)
- Satisfaction with life (Diener et al., 1985)
- Dispositional optimism (Scheier, Carver & Bridges, 1994)
- Resourcefulness (Rosenbaum, 1990)
- Constructive thinking (Epstein, 1992)
- Emotional intelligence (Goleman, 1995)
- Coping (Amirkhan, 1990)
- Social support (Procidano & Heller, 1983)
- Reality orientation (Jackson & Jeffers, 1989)
- Self actualization (Knapp, 1976)
- Hope (Snyder, et al. 1991)
- Spiritual well-being (Ellison & Smith, 1991); Hungelmann et al. 1996; Vella-Brodrick & Allen, 1995)
- Resilience (Barnard, 1994); Beardslee, 1989; Grotberg, 1997; and Rutter, 1984

Be Optimistic

Directly related to stress resistance and physical well-being

- Hardiness (Kobasa, 1982)
- Potency (Ben-Sira, 1985)
- Toughness (Dienstbier, 1989)
- Learned Optimism (Seligman, 1990)
- Fortigenesis (Strumpher, 1998)

Mind/Body Effects

- Question you should ask
  - So what? Can the psychological be translated to the physical?
    - Examples
      - Immune system
      - Hormone secretion
  - Cognition influences our experience with reality and our body's response

Tasks for Salutogenesis

- Manage the pace of life
- Setting priorities
- Develop needed personal and occupational skills
- As a manager, think about the needs of the whole person, body, mind and spirit

Seek Answers to Your Health and Wellness Questions

- Everyone needs
  - Quiet time to find out
    - What is really important?
    - What is basic to who I am?
    - Is it worth dying for?
    - Is it worth getting a divorce for?
    - Is it worth losing a son or daughter for?
- Do you have the courage of conviction to do it?

7
8
9
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Components of Meaning

- **Purpose**
  - **Goals**
  - **Future fulfillment**
- **Values**
  - **Justify course of action**
  - **Moral decision making**
- **Efficacy**
  - **You can make a difference**
- **Self worth**
  - **Skills**
  - **Belonging to groups you value**

Search for Meaning and Purpose

Outcomes of a Salutogenic Focus?

- Positive family and community experiences
- Schools emphasize global development
- Work/training emphasizes skill development, structure, and appropriate challenges
- Individual commitment to growth and effort

Salutogenesis: Burnout Prevention

- Make cognitive sense of the workplace; clear, ordered, structured, consistent, predictable
- Perceive work as bearable; cope with challenges; have available resources, both personal and material
- Makes emotional sense; worthy of engagement

Indicators of Movement toward Salutogenesis

- Persistent presence of a support network
- Chronic positive expectations; tendency to frame events in a constructive light
- Tendency to adapt to changing conditions
- Rapid response/recovery due to repeated challenges
- Increased appetite for physical activity

Movement Toward Salutogenesis

- Episodic peak experiences
- Sense of spiritual involvement
- Increased sensitivity
- Tendency to identify and communicate feelings
- Repeated episodes of gratitude, generosity and related emotions

Movement Toward Salutogenesis

- Compulsion to contribute to society
- Persistent sense of humor

Rewarding Experiences

Summary

- Listen to your body
- Listen to your feelings
- Listen to your spirit
- Listen to your relationships

What do You See? How do You Respond?

Summary: (Cont.)

- Seek out experiences that stretch you
- Assess strengths on a regular basis
- Monitor growth:
  - Example; vital capacity for physical endurance
    - Emotional coping and adaptation measurement
- Structure work to build people, while completing tasks
- Seek balance across life dimensions

Benchmarks for Salutogenesis

- Positive, challenging communities
- Positive, challenging work environments
- Positive, supportive interpersonal relationships
- Strong relationships with a significant other
- Continuing growth and challenge
- Strong sense of meaning and purpose in life

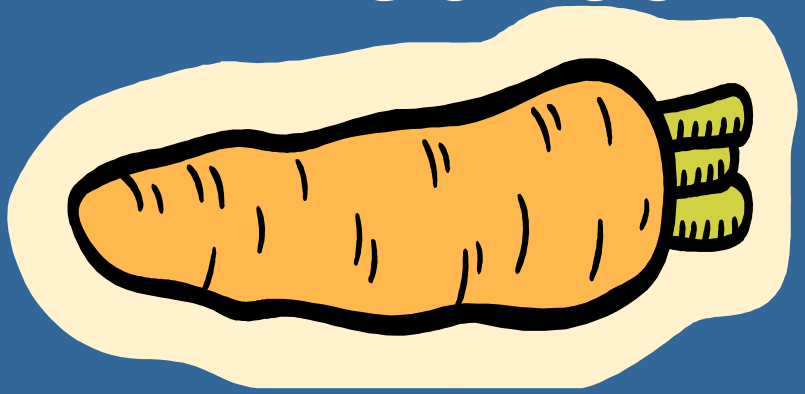
We Define What we See

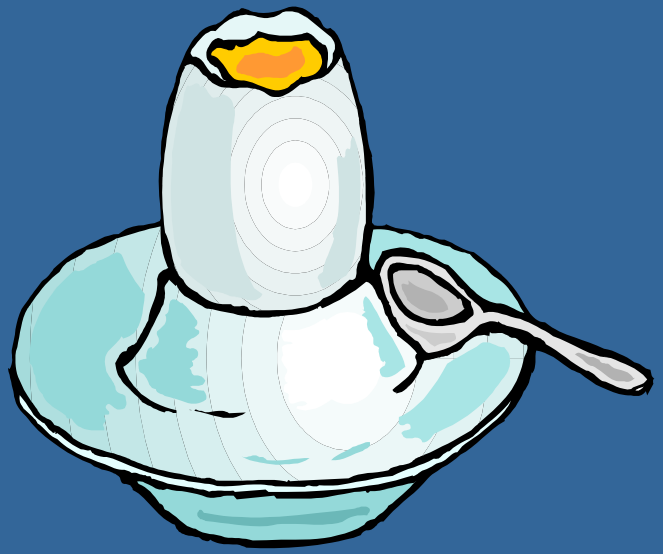
- But, what causes us to see things?
  - Physiology
  - Cognition
  - Bias/world view

Salutogenesis

- Uncommon term in America: origin of health
- Common in international health (WHO)
- Results in:
  - Focus on health processes
  - Focus on coping responses
  - Focus on successful adaptation
  - Focus on healthy workplaces
  - Focus on healthy communities

A Carrot, an Egg, & a Cup of Coffee





DEFENSE

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